

Newark
- Human Rights Commission
- Annual Report 1974

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OFFICE OF THE MAYOR
NEWARK
HUMAN RIGHTS COMMISSION



1974
ANNUAL REPORT

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LETTER OF TRANSMITTAL

The Honorable Kenneth A. Gibson

Mayor

Members of the Newark Municipal Council

Dear Mayor Gibson and Council Members:

It is a measure of accomplishments that I present to you the Annual Report of the Newark Human Rights Commission for the year 1974.

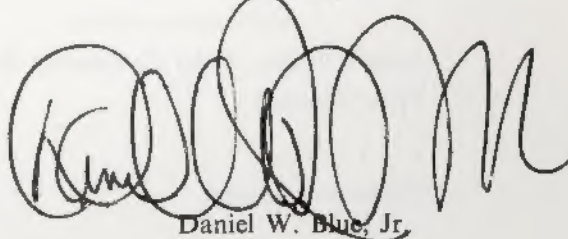
Needless to say, only a brief description of our full activities can be included in this report, because the struggle to improve race relations and combat discrimination in our City is an ongoing process and a never ending challenge of day to day involvement.

I hope you will find this report informative and enlightening, as it relates to the accomplishments of our Agency in our continuing effort to help eliminate and reduce existing problems in our community.

Overall, as we attempt to meet our objectives, our record is good; however, where improvement is needed, we are determined to fulfill our obligations to the citizens of Newark.

May I take this opportunity to thank you, Mayor Gibson, and members of the City Council, on your continued support of the Newark Human Rights Commission.

Sincerely,

A large, stylized handwritten signature in black ink, consisting of several loops and a long horizontal stroke at the end.

Daniel W. Blue, Jr.
Executive Director

STAFF

Daniel W. Blue, Jr., *Executive Director*
Charlotte Adams, *Administrative Analyst*
Jane Bishkoff, *Community Relations Specialist*
Michael Bradbury, *Community Relations Specialist*
Carl Brinson, *Assistant Compliance Officer*
Affirmative Action
Angela Corbo, *Community Relations Specialist*
Miriam Higgin-Botham, *Clerk Typist*
Carrol Edmonson, *Community Relations Specialist*
Gloria Ellis, *Personnel Record Clerk*
Howard Eng, *Senior Community Relations Specialist*
Corrado Gigante, *Community Relations Specialist*
Marie Gonzalez, *Administrative Analyst*
S. Iris Gonzalez, *Principal Clerk Stenographer*
Aida Guzman, *Principal Clerk Stenographer*
Bessie G. Hicks, *Chief Community Relations Specialist*
Hickman Holmes, *Senior Community Relations Specialist*
Dora Kinchen, *Administrative Secretary*
Phyllis Justice, *Community Relations Specialist*
Thomas P. McNamara, *Community Relations Specialist*
Diane Mosley, *Community Relations Specialist*
Norma Nicholson, *Secretarial Assistant*
Adolfo Nogueras, *Community Relations Specialist*
Jacqueline Sams, *Community Aide*
Joseph Scrimmager, *Community Relations Specialist*
Karen Seagraves, *Senior Clerk Stenographer*

*Lana Simkins, *Compliance Officer*

Affirmative Action

*Ida Spates, *Secretary*

Affirmative Action

Rev. Harry Spellman, *Community Relations Specialist*

*Nancy Spivey, *Clerk Typist*

Affirmative Action

Joseph Volker, *Chief Community Relations Specialist*

Peter Zaccone

* No longer employed

DIRECTOR'S MESSAGE

The year of 1974 was a year of responsibility for the Newark Human Rights Commission. The Commission attempted and accomplished many of its endeavors.

Two Units of the Commission names were changed to facilitate implementation of new procedures for the agency. The Employment and Housing Unit became the Compliance Unit. The Police and Education Unit became the Community Relations Unit.

In Order to reach the Newark community in totality, the Commission became a constant "ear" to community concerns. Deeper community involvement and visibility were accomplished by the Commission's initiating and participating in positive programs, goals of which were to accomplish mutual understanding among various groups in the City.

The role of mediator and advisor once again played an important part in the Human Rights work load for this year. Two such areas were the Stella Wright negotiations and tenant elections for public housing.

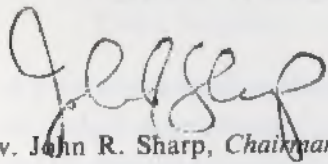
The Human Rights Commission is constantly trying to widen its scope in order to better serve the citizens of Newark. During the year of 1974, the members of the Commission worked on legislation that would give the agency enforcement powers. Another major endeavor for the Commission is to become a 706 deferral agency. If both of these goals are achieved, I am sure that the Newark Human Rights Commission will become a stronger vehicle for the citizens of Newark.

The Newark Human Rights Commission will continue to move forward in carrying out and developing significant programs in the field of Human Rights. We remain optimistic that the future will bring us in touch with less discrimination and social unrest for the City of Newark.

CHAIRMAN'S STATEMENT

It is a pleasure to serve as the Chairman of the Newark Human Rights Commission. The commissioners and the staff comprise a team representative of the citizens of Newark, united, for the purpose of defending the rights of our Newark residents. This annual report with its statistics and its record of programs and progress is designed to give the reader a glimpse at the work the Commission performs; yet even as you read it, no doubt, a staff member is out in the community responding to a call for help. For this is not the report of something that happened last year - but a vibrant service that goes on daily, and when necessary around the clock. The role the commissioner plays in this process is also exciting. Through community consultations, both individually, and at the regular meetings of the Commission, we are able to get a sense of the pulse of the people and their needs. We are able, through our committee system, to work side by side with the staff in the development of programs that will respond to those needs; to be a community catalyst for justice. The initiation of the new special issue forums this year, to be further developed in 1975, enables us to move beyond merely responding to problems. This places us in the business of prevention, and hopefully will enable us to keep ahead of developing issues, being better prepared when and if crises emerge.

It is with a deep sense of sorrow I note the death of Commissioner Israel Velez. His presence and his service is sadly missed already.



Rev. John R. Sharp, *Chairman*

INTRODUCTION

This annual report summarizes accomplishments of the Newark Human Rights Commission Staff and Commissioners during 1974.

Certainly, one of the most complex problems which confronts our City today is the absence of equal opportunity for all people, neighborhood unrest and tension. Through our educational programs, investigation of complaints, Affirmative Action Construction and conciliatory efforts of commission staff members, we have attempted to reduce, if not eradicate, these problem areas.

Also included in our 1974 report is an introduction of our staff, whose work performance and high level of competence and thoroughness have enabled the Newark Human Rights Commission to produce at peak efficiency in resolving the many problems we encountered on a daily basis. Our Commissioners are an extension of the staff, and without their assistance the Newark Human Rights Commission could not have successfully accomplished many of its tasks.

While this report reflects substantial gains, the Newark Human Rights Commission will continue to implement the Civil and Human Rights Ordinance of the City, advocating equal opportunity for all our citizens and working through our educational programs to improve race relations in our Community.

NEWARK HUMAN RIGHTS COMMISSION

COMMISSIONERS



Rev. John R. Sharp
Chairman



Mrs. Hope Jackson
1st Vice Chairman



Mr. Leonard Chavis
2nd Vice Chairman



Mrs. Jean Palumbo
Secretary



Mr. Manuel Geraldo



Dr. Russell E. Greco



Mr. Joseph Manghisi



Mr. Johnie Peterson



Mr. Louis Pitts



Dr. Robert V. Small



Mr. Israel Velez



Mr. Daniel Warnock



Mr. Courtney Weeks



Mr. Daniel Williams

NOT PICTURED - MR. FRANK CURRY

NEWARK HUMAN RIGHTS COMMISSION STAFF

Rev. Harry T. Spellman
Norma J. Nicholson



Dora R. Kinchen

Daniel W. Blue, Jr.
Director's Office



Carl J. Brinson

Assistant Affirmative
Action Officer



Charlotte D. Adams
Administrative Analyst



Joseph A. Volker

Chief Community Relations
Specialist

Standing
Corrado Gigante
Joseph Scrimmager
Howard Eng

Seated
Phyllis Justice
Angela Corbo



Compliance Unit



Standing
Kenneth Johnson
Jane Bishkoff

Seated
Hickman Holmes
Diane Mosley
Michael Bradbury

Community Relations Unit

Standing
Aida Guzman
S. Iris Gonzalez
Flavella Branham



Seated
Marie Gonzalez
Gloria Ellis
Karen Segraves

Administration and Records Unit



The Newark Human Rights Commission lost one of its most dedicated supporters with the death of Commissioner Israel Velez on January 20, 1975. The Newark community has benefited from his distinguished and unselfish services in the promotion of civil rights and human dignity.

Born in Isabela, Puerto Rico, he lived in Newark for many years. He started to work for the City in 1968 as a Field Representative for the Health Department, and during his employment was appointed as a Commissioner. He served as Vice-Chairman of the Newark Human Rights Commission.

Commissioner Velez was co-founder of the Puerto Rican Political Organization, member of the New Jersey Council of Puerto Rican Associates, Vice-President of the Puerto Rican Day Parade, Vice-President of the Puerto Rican Merchants Association, President of Absent Sons of Isabela, Puerto Rico. He was a member of the Greater Newark Puerto Rican Coalition, F.O.C.U.S. Board of Trustees, the Ramon Aneses Civic Association and other organizations.

Commissioner Velez participated in civic and political movements in the City of Newark, and in Puerto Rico. He was the first Puerto Rican district leader in the 26th District of the Central Ward Democratic Committee from 1962 to 1968.

Surviving are his wife, Esther A., two daughters, Esther and Brenda, and two sons, Gregory and Israel, Jr.

AFFIRMATIVE ACTION UNIT

The Affirmative Action Unit is a unit within the Newark Human Rights Commission. Affirmative Action is a definite plan to rectify past injustices as relates to employment and construction where minorities are concerned.

The Affirmative Action is headed by a nine member Review Council.

The unit objectives for 1974 were:

- A. Provide goals and training for Newark residents in the various trades within the construction industry by setting Affirmative Action quotas and stipulation.
- B. Develop linkages, reciprocal support systems and coordination between government and private construction, manpower and job training effort.

A total of thirteen construction projects were monitored during the year of 1974.

List of Construction Projects monitored during 1974:

- 1. Raymond Boulevard - Widening and Resurfacing
Contract 121
- 2. High Street & Warren Street - Widening and Resurfacing
- 3. Wilburton Place Parklet
- 4. Street Pavement Restoration Over Utility Cutes
Various locations
- 5 Fire Training Center 2-10-2043 Jersey Street
New building
- 6. Various Public Improvements in the vicinity of New Jersey
College of Medicine and Dentistry (sewage)
- 7. Alterations to the Police Department Headquarters
22 Franklin Street 1st floor lobby
- 8. Second Floor Computer Center
- 9. New Hope Village
Norfolk and West Market Street
- 10. Roberto Clemente-Shalom Towers
Clinton Avenue & Washington Street
- 11. Court Street Apartments
Broad & Court Streets
- 12. New Community Homes
Morris Avenue & South Orange Avenue
- 13. To-Sault Redevelopment Corporation

TENSIONS

In a city as beset with problems as Newark, there is almost constant tension. The Newark Human Rights Commission monitors potential conflict situations, and makes recommendations for alleviation. When conflict erupts, Commission staff often act as impartial observers or mediators. During 1974, the Agency responded to a broad range of crisis areas, from a school boycott, to September's disturbances, to neighborhood disputes.

This Year, the Police and Education Unit was renamed and reorganized into the Community Relations Unit. This Unit is charged with working with the Police and Community groups to detect conflicts and attempt to keep the tensions at a minimum. At times of severe crises, all Units of the Newark Human Rights Commission cooperate in taking the necessary actions to promote dialogue among disputing groups, thereby mitigating confrontations

Often in 1974, the Community Relations Unit responded to problems in Newark schools. Since these matters are often symptomatic of deeper community problems, and have the potential for quickly spreading, the Newark Human Rights Commission monitors them closely. The following are examples of Commission work in this area.

The Lincoln School has repeatedly been visited by Commission staff. A series of disputes among student factions, which were of a racial nature, quickly involved community groups. At this point, the Commission established a series of meetings with all involved parties. This opportunity for an exchange of information and feelings was instrumental in restoring calm in the Vailsburg area.

Newark Human Rights Commission staff acted as observers and facilitators in boycotts of both Ann Street and Garfield Schools. Attempts were made to make everyone concerned knowledgeable of all of the facts of the disputes. In this way, lines of communication were opened, making settlement possible

The major tension situation of 1974 occurred with the disturbances of Labor Day week in the Hispanic Community. The Newark Human Rights Commission functioned around the clock at this time, providing a variety of roles and services.

Meetings between Hispanic leaders and City officials were set up. Staff operated Rumor Control hot lines to aid in stopping unsubstantiated information from spreading. Demonstrations were observed and problem areas monitored. Complaints against Police were taken by the Commission, with bi-lingual staff dealing with non-English speaking clients.

The Newark Human Rights Commission reached out for its community contacts in disturbed areas. These contacts aided in quieting the neighborhood involved. Bi-lingual fliers were distributed throughout the Hispanic Community, urging citizens to remain calm and to call the Newark Human Rights Commission with any rumors or allegations. Constant communication with representatives of major Hispanic agencies and groups kept the Newark Human Rights Commission abreast of rapidly changing situations and events.

After the disturbances subsided, the Newark Human Rights Commission continued its work in the affected areas, to insure against re-occurrences of such incidents. The Commission is striving to be as responsive to the needs of the Hispanic Community as possible, so that all Newark citizens can live in dignity, peace and harmony.

COMMUNITY SERVICES

Community visibility and participation has been a prime concern of the Commission, throughout the year. The Commission has worked diligently to constructively channel into all segments of the Newark Community.

Staff members did extensive work on the Mayor's Energy Conservation Committee. The Commission was assigned the responsibility of coordinating a "Car Pool." This included drafting, compiling and mailing a survey form to all City Departments and Agencies.

Throughout the year the Commission was in constant communication with grassroots organizations, making citizens aware of how to obtain needed city services. The Commission realizes that only through cooperative effort will we eliminate the difficulties and misunderstandings which permeate our City.

The Newark Human Rights Commission through its Community Relations Unit maintains a constant dialogue with the Community. One of the major services rendered to the Community is through our complaint process. If the Commission can not resolve the matter, the complaint is referred to the proper agency.

The Newark Human Rights Commission cooperated and sponsored many programs jointly with other agencies in order to promote racial harmony and keep all lines of communication open. Some of the agencies and programs in which we participated and cooperated are listed below.

- * Precinct Council Meetings
- * Board of Education Meetings
- * National Conference of Christians and Jews Seminars and Youth Programs
- * United Nation/U.S.A.-Newark Chapter
- * Black History and Brotherhood Program
- * Inter-Group Council
- * Essex County College Project
- * City Council Meetings
- * Outward Bound
- * Community Forum for Cooperative Action
- * Hispanic Emergency Council
- * Community Services Project
- * Stella Wright Negotiations

- * Energy Conservation Commission
- * North Ward Cultural Center
- * Brotherhood-In-Blue
- * The Commission Monthly Public Meetings and Hearings
- * Rutgers 4-H Environmental Academy
- * Urban Coalition
- * Unified Vailsburg Service Organizations
- * Senior Citizens Tenant Meetings
- * Newark Chamber of Commerce
- * Aspira
- * F.O.C.U.S.
- * Civil Service Change Coalition

Police Director Hubert Williams addressed the group at an organizational session, stating his support for the concept of Brotherhood-In-Blue. He called attention to the need for cutting across ranks and "party lines", and the need for Brotherhood within the Police Department before officers can spread the feeling to the community. He called for a practical, pragmatic approach to solving problems among groups.

The group has discussed in depth, the ramifications of the Department's Affirmative Action program. In their exploration, they agreed to petition Civil Service concerning changes in testing procedures. Top Civil Service officials spoke with the group, giving Brotherhood-In-Blue a firm basis for future action.

The meetings have been hosted by Mt. Carmel Guild and the Public Service Electric and Gas Company. The Commission wishes to thank these organizations for their hospitality and concern.

Each of the four Police districts conducts monthly Precinct Council meetings. These meetings are open to the public, to encourage citizens involvement and input. Human Rights staff attend each session in order to touch base with the community and assess problems and concerns. Matters that are not under the jurisdiction of the Newark Police Department can often be handled by this Agency, and possible tension situations can be discovered before they erupt.

COMPLIANCE UNIT

The Compliance Unit is the investigatory arm of the Newark Human Rights Commission. Its purpose is to receive, initiate and investigate any allegation of discrimination occurring within the legal boundaries of Newark. After thorough investigation the Commission may find:

1. No Cause, and more to dismiss the complaint.
2. Cause, and act to correct the discrimination and its effect.

If the investigation substantiates the charges, then representative is required to:

1. Cease and desist from the specific discriminatory act or practice.
2. Implement whatever actions, progress or compensation the Commission deems necessary to end the discrimination.

When there is not satisfactory voluntary settlement, the Commission may convene an informal public hearing.

The Compliance Unit enforces the following Municipal Ordinances:

1. Fair Employment Ordinance - Essentially, this ordinance insures equal opportunity for employment regardless of race, creed, color, national origin, ancestry, age, marital status or sex.

This Ordinance had been challenged in the Courts, therefore, the Commission is presently enforcing the New Jersey State Law against Discrimination, N.J.S.A. 10:12.

2. Fair Housing and Public Accommodations Ordinance - This Ordinance insures equal opportunity for housing or public accommodations regardless of race, creed, color, national origin, ancestry, age, marital status or sex.

In 1974 the Commission received few complaints of this nature. It is our contention that due to the multi-racial and ethnic mixture of the peoples throughout the City, discrimination in housing and public accommodations is minimal.

3. Blockbusting - The purpose of this Ordinance is to control the means by which real estate solicitations can be conducted within the City of Newark. The goal is to eradicate any and all unscrupulous and inflammatory practices on the part of a few members of the Real Estate community.

The Ordinance sets up guidelines for the size, color and wording of real estate signs. The Ordinance further established procedures for canvassing in its various forms (i.e. mail, telephone, door to door, etc.).

The Commission has been highly successful in dealing with the numerous complaints it has both received and initiated during 1974

During the early months of 1974, the Compliance Unit conducted a survey of private employers throughout the City. This survey revealed the racial and sexual composition of the private employment force of the City. The survey further revealed the nature of the positions held by minorities and women.

The year 1974 gave rise to implementation of a Job Bank, whereby the Compliance Unit, under whose control the Job Bank lies, was able to refer qualified applicants to the various subscribing companies. This is an ongoing project that has been steadily gaining momentum, and will hopefully afford better and greater employment opportunities in the forthcoming year.

The issue of redlining surfaced during 1974. Redlining is the systematic refusal of lending institutions to write conventional mortgages or loans in certain neighborhoods. The task set before the Compliance Unit was to research the problem as it exists in the City of Newark. Research was also conducted into methods used to combat redlining in other areas throughout the country. The Compliance Unit is presently collating all information gathered in an effort to propose its recommendations for the City of Newark.

A year round program, in which the Compliance Unit performed the task of monitors, was the Tenant Elections held at various times throughout the year. The elections were held at the individual public housing complexes throughout the Newark Housing Authority structure. A further example of the Unit's involvement in public housing is the close association of the various tenant organizations. Specialists have attended meetings of these tenant organizations acting as observers and liasons between the organizations and various city agencies.

The Compliance Unit as well as other units, was represented at the State-Wide Human/Civil Rights Conference both as participants and conference planners. The conference was geared to advance the skill and function of local civil/human rights agencies such as to improve their delivery of service to the citizens of New Jersey.

The International Association of Official Human Rights Agencies Conference was held in Washington, D.C., in July of 1974. The Conference centered around the impact of federal agencies on State and local agencies. A further by-product of the Conference was the establishment of lines of communications and cooperation among the various governmental agencies.

In November, 1974, the New Jersey State League of Municipalities held its annual conference in Atlantic City. Several members of the Unit participated in drafting and implementing the League "Workshop on Human Rights". This was a landmark for Human Rights Agencies throughout the State, as our participation marked the first time that the subject of Human and Civil Rights was made part of the annual conference.

The year 1974 also stands as a landmark year in our effort to better serve the citizens of Newark. In order to provide efficient cooperation and coordination of enforcement activities under the New Jersey Law Against Discrimination (N.J.S.A. 10:5 et. seq.), the New Jersey Division on Civil Rights and the Newark Human Rights Commission entered into Memorandum of Understanding. The Commission is now enjoying a more fruitful relationship with the State Division on Civil Rights.

1974 saw the introduction of Human Rights legislation in the State legislature. With the anticipated passage of this bill, the Commission envisions full power in its goal to eradicate all forms of discrimination. It will rest upon the Compliance Unit to utilize to the maximum all powers bestowed by the passage of this legislature.

COMMUNITY RELATIONS UNIT

Police Community Relations

The Newark Human Rights Commission consistently strives to work with and help improve the operations of the Newark Police Department. Intergroup and human relations training for new recruits is conducted at the Newark Police Academy by agency staff. These sessions help officers to develop empathy for others and a greater understanding of themselves and their roles in the Community. Through a series of exercises, role playing, group discussion, and a problem census, Police personnel are asked to explore their attitudes as they relate to the many facets of the people of Newark. Specific communication skills are demonstrated and developed.

Similar programs were conducted in 1974 at the Team Police Unit and the Essex County Police Academy, which trains Park Police who operate within the environs of Newark.

The Brotherhood-In-Blue, an association of representatives of ethnic, religious and social organizations within the Newark Police Department, was organized by the Newark Human Rights Commission in 1974. The purpose of the Brotherhood-In-Blue is to aid Police Officers in reducing internal friction and opening lines of communications among themselves. The meetings are conducted informally, with Newark Human Rights Commission staff members acting as moderators.

EDUCATION

The Newark Human Rights Commission totally adheres to the concept that the youth of Newark is Newark's future.

The Commission sponsored its Third Annual Scholarship Award Program at Central High School in 1974. Eight winners were selected one from each Newark high school. The winners were selected on the basis of their community involvement and their sensitivity to human relations. During the year eight students were assigned to work with members of the professional staff in an effort to develop a knowledge of the Human Rights field and the function of municipal government. Staff members made continuing visitations to schools and the Department of Community Affairs at the Board of Education to maintain open lines of communication.

In conjunction with Essex County college, the Commission is formulating plans for a mobile seminar which will go out and disseminate information to community groups on civil, human, welfare and legal rights.

Relative to the educational role of the Commission, one of the endeavors is to widen communication through exposure. One of the committees this is accomplished through, is the City-Wide Human Rights Council, which meets monthly. There was also a conference entitled Elimination Racism - Youth Responsibility, which was conducted in part by staff of the Commission. The Commission participated in the Annual International Inter-Group Relations Youth Conference of the National Conference of Christians and Jews, and gave scholarships to six Newark students to attend

Black History and Brotherhood Week were celebrated conjunctively in 1974. A Brotherhood Program was held in the Municipal Council Chamber. Three City employees and three community activists were awarded plaques for their outward display of brotherhood and their dedication to the community.

STAFF MESSAGE

You have by now read the various reports relating the Commission's experiences during the past year and its goals for the future. We, the Staff of the Commission, wish to give our message to you, the Public.

The prime function in our various positions is to serve you. Each of us comes from a very different background. Some of us have an Academic background, others have a Street-Wise background. None of us professes to know everything and fortunately, when we do, someone usually manages to bring us back to reality. It is precisely that blend of diversity that allows us to deal with the many sided problems brought to our attention either by you, or by members of the Commission.

The areas we deal in are both great and small. Yet, we attempt not to forget that the problems are human in nature and as such must be treated with dignity and respect. One undeniable fact is that without your support of our goals, we would not be able to make accomplishments. We thank you for your support in the past and look forward to being of continued service to you in the future.

NEWARK HUMAN RIGHTS COMMISSION 1974 OPERATING BUDGET

Salaries & Wages	\$261,037
Services by Contract or Agreement	6,325
Materials & Supplies	4,150
Scholarships	2,500
Total Other Expenses	<u>12,975</u>
TOTAL Salaries - Wages & Other Expenses	274,012

1974 SUMMARY OF ALL FUNDING, SOURCES SALARIES & WAGES

Local (City funds)	\$261,037
Welfare Demonstration Project	6,314
Public Employment Program	10,082
Planned Variations/C.D.A.	<u>49,925</u>
Total Budget for 1974	340,333

WALK-IN COMPLAINTS

EMPLOYMENT	198
POLICE RELATIONS	78
HOUSING	158
BLOCKBUSTING	2
EDUCATION	7
WELFARE	45
PUBLIC ACCOMODATIONS	70
HEALTH	17
LEGAL	74
GENERAL ASSISTANCE and INFORMATION	85
TOTAL	<u>744</u>

NEWARK MUNICIPAL COUNCIL

The Honorable Kenneth A. Gibson
Mayor

Mr. Daniel W. Blue, Jr.
Executive Director

Earl Harris, *President*
Councilman-at-Large

Jesse Allen
Central Ward

Michael Bottone
West Ward

Anthony Carrino
North Ward

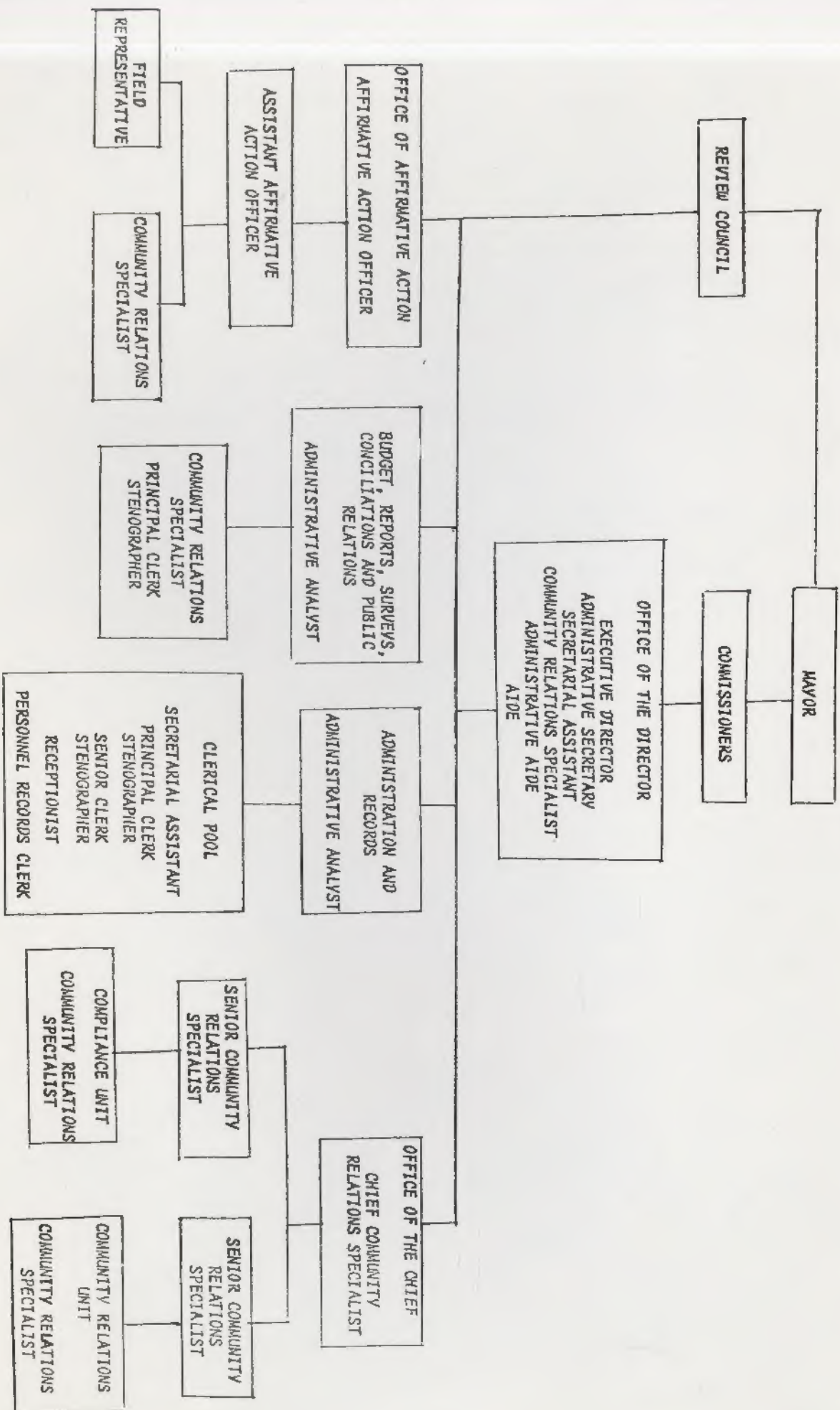
Sharpe James
South Ward

Anthony Giuliano
Councilman-at-Large

Henry Martinez
East Ward

Donald Tucker
Councilman-at-Large

Marie Villani
Councilwoman-at-Large



CASE LOAD REVIEW 1974

Nature of Complaint	Total Number Received	Closed	Open
Employment	49	24	25
Housing	8	1	7
Blockbusting	4	1	3
Public Accommodations	1	1	0
Police Relations	19	7	12
Total	81	34	47
Total Case Carried Over (1973)			42
Total of open cases as of December 31, 1974			89

